



Career Pathway for **NURSING**

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Disclaimer:

The information in this pathway is designed to provide helpful information. The pathway is only an example of a possible path that an individual might take and does not convey all of the different pathways that are available.

Links listed are from 2019 and may change.

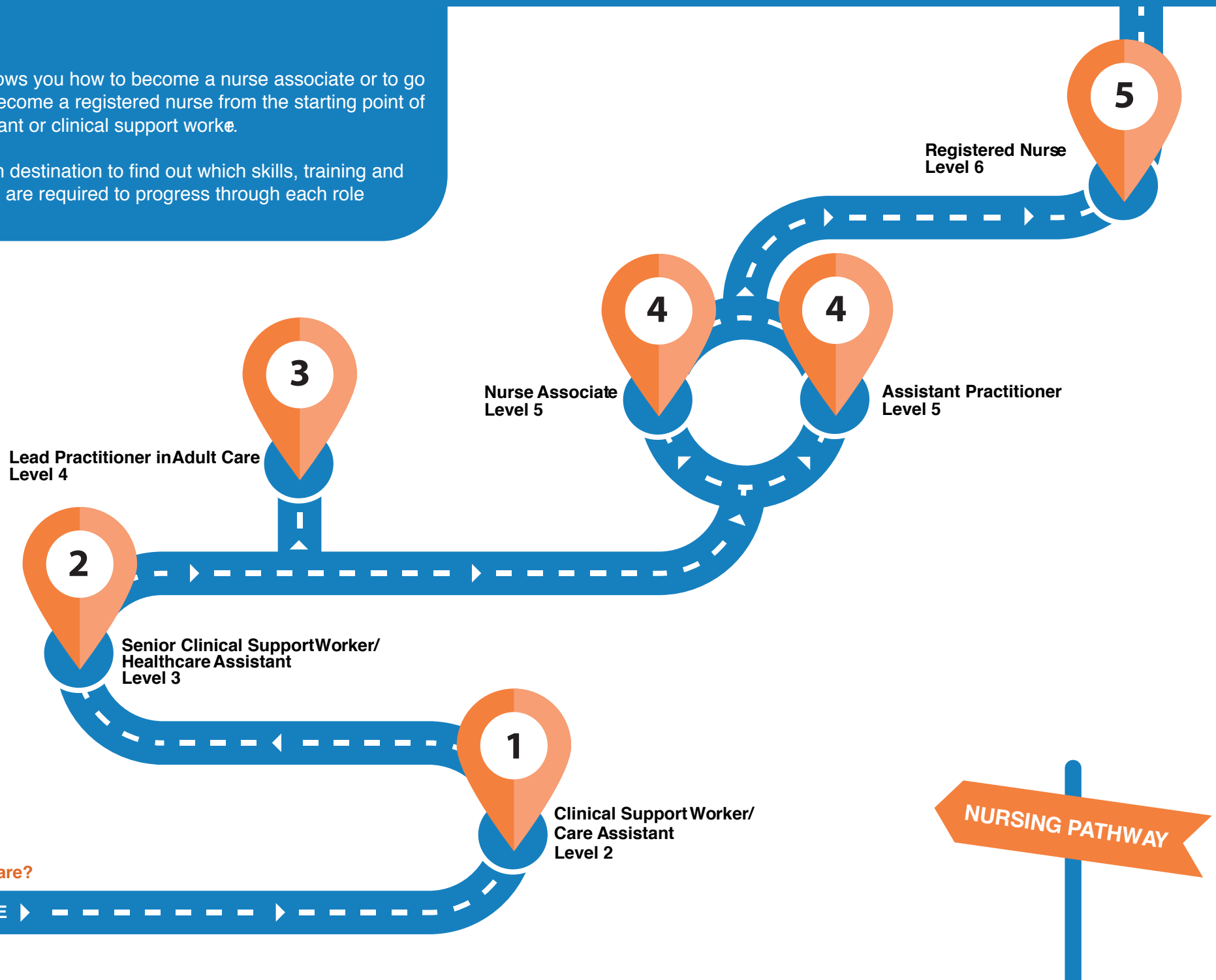
Created by West Yorkshire and Harrogate Excellence Centre in Partnership with West Yorkshire and Harrogate Health and Care Partnership.



Directions

This map shows you how to become a nurse associate or to go higher and become a registered nurse from the starting point of a care assistant or clinical support worker.

Click on each destination to find out which skills, training and qualifications are required to progress through each role



Clinical Support Worker/
Care Assistant

Senior Clinical
Support Worker/
Senior Care Assistant/
Healthcare Assistant

Lead Practitioner in
Adult Care

Nurse Associate

Assistant Practitioner

Registered Nurse
(Adult/Mental Health)

Typical qualifications

- NVQ 2 in Health and Social care, Level 2 Diploma in Healthcare Support, or equivalent health care related qualification and experience is desirable. (Some employers offer this training with the job.)
- You will be asked to demonstrate numeracy and literacy to level 1, such as, basic skills Maths and English Level 1(GCSE A-G) or a designated literacy and numeracy assessment.
- Care Certificate.

Most employers support employees if they ask for further training and would often pay for the next needed qualification to move up the career ladder.

Example Salary

Salary - £17,652—£19,020 or similar

Example program

- Usually 1 week Induction including the Care Certificate
- Flexible working shifts or set night and day shifts, 37.5hrs per week over 7 days
- 27 days paid annual leave, plus bank holidays (depending on employer)
- Supported on-going learning

Tasks and responsibilities

Many Clinical Support Workers and Care Assistants assist Healthcare Professionals in the delivery of patient care. They can have multiple different titles such as Nursing Assistants, Nursing Auxiliaries or Auxiliary nurses. They usually work under the guidance of a qualified healthcare professional, either a Senior Carer or a Registered Nurse.

Clinical Support worker tasks and responsibilities

Clinical Support Workers work in the acute care sector. They work with an individual practitioner or a team, taking on some of the more routine tasks such as welcoming and preparing patients, explaining treatment and updating patient records. They support the general running of a department and mainly work in short-stay clinical areas such as outpatient departments, day surgery, main theatres or clinics.

Care Assistant tasks and responsibilities

Healthcare Assistants can be found in both social care and acute care sector. They play an important part in providing excellent patient care by working alongside and assisting senior carers or registered nurses. They carry out tasks such as helping patients to wash and dress, eat and drink, move about, changing beddings and go to the toilet.

Click here for Higher Education
Institutes links

Available Apprenticeships

Healthcare Support Worker- Level 2

Entry requirements:
There are no entry requirements to the apprenticeship but employers may run their own selection process.

Duration:
12 to 18 months.

Qualifications:
Apprentices without Level 1 English and Maths will need to achieve this level and take the test for Level 2 English and Maths prior to completion of their Apprenticeship.

Certificate of completion of apprenticeship.

Useful links

- <https://www.instituteforapprenticeships.org/apprenticeship-standards/healthcare-support-worker/>
- <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff>
- <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/health-care-assistant>

Higher Education Institutes for Clinical Support worker/Care Assistant



Harrogate

- [Harrogate College: Health and Social Care level 2 Diploma. 1 year. Full time.](#)

Leeds

- [Leeds City College: Health and Social Care Traineeship. 6 Weeks to 6 Months. Full time/Part time.](#)
- [Leeds City College: Health and Social Care level 2 diploma. 1 year. Full time/Part time.](#)
- [Keighley College: Clinical Healthcare Support Intermediate Apprenticeship \(Level 2\). 12 - 15 months. Full time employment with day release.](#)

Bradford, Airedale & Craven

- [Craven College: Health & Social Care Level 2 Diploma. 1 Year.](#)
- [Bradford College: Healthcare Support Worker Levels 2 and 3 Apprenticeship. 1-2 years. Full time.](#)
- [Shipley College: NCFE CACHE Level 2 Extended Diploma in Health and Social Care. 1 year. Full Time.](#)
- [Shipley College: Care Level 2 Diploma. 39 Weeks. Part Time.](#)

Calderdale

- [Calderdale College: Awareness of Mental Health Problems \(Level 2 certificate\). 6 months. Full time.](#)
- [Calderdale College: Safe Handling of Medication \(Level 2 certificate\). 18 Weeks. Full time.](#)
- [Calderdale College: Dementia Awareness \(Level 2 certificate\). 6 months. Full time.](#)
- [Calderdale College: Understanding Working in the Health Sector \(Level 2 certificate\). 6 months. Full time.](#)

Wakefield

- [Wakefield College: Health and Social Care \(Level 1,2 & 3\). 1-2 years. Full time.](#)
- [Wakefield College: Apprenticeship - Healthcare Science Assistant \(Level 2\). 18-24 months.](#)
- [Wakefield College: Apprenticeship Healthcare Support Worker \(Level 2\). 16-18 months \(could be longer\).](#)

Kirklees

- [Kirklees College: Health and Social Care BTEC Extended Certificate \(Level 2 certificate\). 1 year. Full time.](#)
- [Kirklees College: Vocational Health and Social Care Diploma \(Level 2\). 1 year. Part time.](#)

Go back to map

Next step

Clinical Support Worker/
Care Assistant

Senior Clinical
Support Worker/
Senior Care Assistant/
Healthcare Assistant

Lead Practitioner in
Adult Care

Nurse Associate

Assistant Practitioner

Registered Nurse
(Adult/Mental Health)

Typical qualifications

- NVQ level 3 in Health and Social care, Level 3 Diploma in Healthcare Support, or equivalent health care related qualification. (Some employers offer this training with the job.)
- You will be asked to demonstrate numeracy and literacy to level 2, such as, basic skills Maths and English Level 2 (GCSE A-C) or a designated literacy and numeracy assessment.
- Experience of working within a healthcare setting delivering clinical and or personal care.

Example Salary

Salary - £18,813— £20,795 or similar

Example program

- Flexible working shifts or set night and day shifts, 37.5hrs per week over 7 days
- 27 days paid annual leave, plus bank holidays (depending on employer)
- Supported on-going learning

Tasks and responsibilities

Senior Clinical Support Workers, Senior Care Assistants or Healthcare Assistants are in charge of leading, developing and co-ordinating a team of care workers.

[Click here for Higher Education Institutes links](#)

Available Apprenticeships

Senior Healthcare Support Worker- Level 3

Entry requirements:
There are no entry requirements to the apprenticeship but employers may run their own selection process.

Duration:
18-24 months

Qualification:
You must complete a Level 3 Diploma in Healthcare Support prior to taking the end-point assessment. Apprentices without level 2 English and maths will need to achieve this level prior to taking the end-point assessment.

Useful links

- <https://www.instituteforapprenticeships.org/apprenticeship-standards/senior-healthcare-support-worker/>
- <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff>

Higher Education Institutes for Senior Clinical Support worker/healthcare Assistant



Harrogate

- [Harrogate College: Health and Social Care Level 3 Diploma. 2 years. Full time.](#)

Leeds

- [Keighley College: Health & Social Care Level 3 Extended Diploma. 2 years. Part time.](#)
- [Leeds City College: Access to Higher Education Diploma: Health Science Professions \(Level 3\). 1 year. Full Time: Daytime or Evening. Ideal for mature learners who want to develop the skills and knowledge needed university level study.](#)

Bradford, Airedale & Craven

- [Craven College: Health & Social Care Level 3 Diploma. 2 Years.](#)
- [Airedale Academy: BTEC Extended Diploma in Health & Social Care Level 3. 2 years. Full time.](#)
- [Bradford College: Senior Healthcare Support Worker Level 3 Apprenticeship. 12-18 months. Full time.](#)
- [Shipley College: Adult Care Level 3 Diploma. 40 Weeks. Part Time.](#)

Calderdale

- [Calderdale College: Preparing to work in Health & Social Care \(Level 3 certificate\). 1 Year. Full time.](#)
- [Calderdale College: Health & Social Care \(Level 3 certificate\). 1 Year. Full time.](#)
- [Calderdale College: Health & Social Care Technical Extended Diploma \(Level 3\). 1 Year. Full time.](#)

Kirklees

- [Kirklees College: Health Ana Social Care NVQ Diploma \(Level 3\). 52 Weeks. Flexible.](#)
- [Kirklees College: Health and Social Care BTEC Extended Diploma \(Level 3\). 2 Years. Full time.](#)

Wakefield

- [Wakefield College: Apprenticeship Senior Healthcare Support Worker \(Level 3\). 24-30 months.](#)

Go back to map

Next step

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Care Assistant

Senior Clinical
Support Worker/
Senior Care Assistant/
Healthcare Assistant

Lead Practitioner in
Adult Care

Nurse Associate

Assistant Practitioner

Registered Nurse
(Adult/Mental Health)

Typical qualifications

- Level 4 Diploma in Adult Care.
- You will be asked to demonstrate numeracy and literacy to level 2, such as, basic skills Maths and English Level 2 (GCSE A-C) or a designated literacy and numeracy assessment.
- Experience of working within a healthcare setting delivering clinical and or personal care.

Example Salary

Salary - £21,089— £23,761 or similar

Example program

- N/A

Tasks and responsibilities

- Statutory frameworks, standards, guidance and Codes of Practice which underpin practice in relation to the safe delivery of services.
- Theories underpinning own practice and competence relevant to the job role.
- Principles of assessment and outcome based practice.
- Principles of risk management

Click here for Higher Education
Institutes links

Available Apprenticeships

This apprenticeship standard is currently in development and its contents are subject to change.

There is no currently accredited apprenticeship equivalent or easily adapted apprenticeship equivalent.

Useful links

- <https://www.instituteforapprenticeships.org/apprenticeship-standards/lead-practitioner-in-adult-care/>

Higher Education Institutes for Lead Practitioner in Adult Care



Leeds

- [Keighley College: Health and Wellbeing, Level 4-5 Foundation Degree. 2 years. Full time.](#)

Go back to map

Next step

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Lead Practitioner in
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Nurse Associate

Assistant Practitioner

Registered Nurse
(Adult/Mental Health)

Typical qualifications

- GCSEs grade 9 to 4 (A to C) in Maths and English or Functional Skills Level 2 in Maths and English.
- Study to level 5 foundation degree level and commit to completing the Nursing Associate Apprenticeship programme.

The Nursing Associate role is linked to the first two years of the Registered Nurse programme; therefore, Nursing Associates will have the option to progress to Registered Nurses by accrediting their learning and competence against the undergraduate programme.

Example Salary

Salary - £21,089— £23,761 or similar

Example program

- Full time employment with day release
- Employed in a specific healthcare setting e.g. acute, community or mental health hospital, care home or hospice
- Travelling to placements & working a mix of shifts
- Flexible working shifts or set night and day shifts, 37.5hrs per week over 7 days
- 27 days paid annual leave, plus bank holidays (depending on employer)

Tasks and responsibilities

Nursing associate is a new role within the nursing team. Nursing associates work with healthcare support workers and Registered Nurses to deliver care for patients and the public.

They offer a higher skillset than the Nursing Assistants and will give greater support to the Registered Nurse (RN), such as giving out medication to patients.

[Click here for Higher Education Institutes links](#)

Available Apprenticeships

Nursing Associate - Level 5

Entry Requirements:
To begin your training as a nursing associate, you'll need GCSEs grade 9 to 4 (A to C) in maths and English, or Functional Skills Level 2 in maths and English.

Duration:
24 Months

Qualification:
A regulated level 5 qualification such as a Foundation Degree or Level 5 Diploma of Higher Education delivered by an institution approved by the NMC.

Level 2 English and maths, if the apprentice does not have this prior to commencing the apprenticeship.

Useful links

- <https://www.instituteforapprenticeships.org/apprenticeship-standards/nursing-associate/>
- <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing-nursing-associate>

Higher Education Institutes for Nurse Associate



Leeds

- [Keighley College: Health and Wellbeing, Level 4-5 Foundation Degree. 2 years. Full time.](#)

Bradford, Airedale & Craven

- [University of Bradford Nursing Associate Apprenticeship Foundation Degree. 2 years. Full time.](#)

Kirklees

- [Kirklees College: Leadership for Health and Social Care Services \(Adults\) \(Level 5\). 2-3 years. Part time.](#)

Go back to map

Next step

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Support Worker/
Senior Care Assistant/
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Assistant Practitioner

Registered Nurse
(Adult/Mental Health)

Typical qualifications

- GCSEs grade 9 to 4 (A to C) in Maths and English or Functional Skills Level 2 in Maths and English.
- Care Certificate.
- An accredited level 5 occupational competence qualification such as a Foundation Degree, other Level 5 Diploma of Higher Education or the Level 5 Diploma for Assistant Practitioners in Healthcare.

Example Salary

Salary - £21,089— £23,761 or similar

Example program

- 37.5 hours per week
- Flexible working shifts or set night and day shifts, 37.5hrs per week over 7 days
- 27 days paid annual leave, plus bank holidays (depending on employer)

Tasks and responsibilities

Assistant Practitioners work as part of the wider health and social care team and have direct contact with patients, service users or clients providing high quality and compassionate care. Assistant Practitioners work at a level above that of Healthcare Support Workers and have a more in-depth understanding about factors that influence health and ill-health (e.g. anatomy and physiology).

Examples of common work activities include assisting in total patient assessment, coordination of care (including referrals to other practitioners) and higher clinical skills such as catheterisation, wound care and discharge planning.

[Click here for Higher Education Institutes links](#)

Available Apprenticeships

Healthcare Assistant Practitioner- Level 5

Entry Requirements:
Employer/ Training Provider specific

Duration:
18-24 months

Qualification:
Level 2 English and Maths - (equivalent to GCSE grade C or above).
Care Certificate (if they do not already have this)
An accredited level 5 occupational competence qualification such as a Foundation Degree, other Level 5 Diploma of Higher Education or the Level 5 Diploma for Assistant Practitioners in Healthcare.

Useful links

- <https://www.instituteforapprenticeships.org/apprenticeship-standards/healthcare-assistant-practitioner/>
- <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/assistant-practitioner>

Higher Education Institutes for Assistant Practitioner



Leeds

- [Keighley College: Health and Wellbeing, Level 4-5 Foundation Degree. 2 years. Full time.](#)

Kirklees

- [Kirklees College: Leadership for Health and Social Care Services \(Adults\) \(Level 5\). 2-3 years. Part time.](#)

Go back to map

Next step

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Assistant Practitioner

Registered Nurse
(Adult/Mental Health)

Typical qualifications

- A-level: BBC preferably including a science subject
- GCSE: 5 A*-C, including Maths and English and 2 science subjects.
- BSc Hons Nursing

Once you have qualified as a Registered Nurse, there are a wide range of opportunities. You could choose to specialise in a certain field that you are interested in or some nurses decide to move into management or clinical academic research.

Example Salary

Salary - £24,214— £30,112 or similar

Example education program

- 3 year programme
- Tuition fees (approx £27,000) paid through student loan (£5-8 per week) once qualified. (£5,000 approx pay rise).
- Student loans for living etc.

Example work program

- Flexible working shifts, 37.5hrs per week over 7 days (depending on employer)
- 27 days paid annual leave, plus bank holidays (depending on employer)

Tasks and responsibilities

Registered Nurses work in the public, independent and voluntary sector. Registered Nurses are a statutorily regulated profession and the standards for proficiency are set by the Nursing and Midwifery Council (NMC). They provide nursing care for people across the whole lifespan who could have complex and concurrent mental, physical, cognitive and behavioural care needs and for people at the end of their life.

Mental Health nurse tasks and responsibilities

Mental health nursing is a demanding but rewarding career choice. A Mental Health Nurse's role would be promoting and supporting a person's recovery and enabling them to have more involvement and control over their condition. Their role is to build effective relationships with people who use your services, and also with their relatives and carers. They might help one person to take their medication correctly while advising another about relevant therapies or social activities.

Adult nurse tasks and responsibilities

Adult Nurses will be working with adults of all ages. These patients may suffer from one or more long or short-term physical health conditions. This could include heart disease, injuries from an accident, pneumonia, arthritis, diabetes or cancer.

Click here for Higher Education
Institutes links

Available Apprenticeships

Registered Nurse - degree (NMC 2010- Level 6)

Entry Requirements:

Numeracy and literacy skills assessed by the NMC Approved Education Institution to at a minimum of Level.

Duration:
48 months

Qualification:
Level 6 Nursing Degree.

Eligible to apply for registration with Nursing and Midwifery Council

Useful links

- <https://www.instituteforapprenticeships.org/apprenticeship-standards/registered-nurse-degree-nmc-2018/>
- <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/adult-nurse>
- <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/mental-health-nurse>

Higher Education Institutes for Nursing



Harrogate

- [Leeds Beckett University: Undergraduate Course BSc \(Hons\) Adult Nursing \(Harrogate & District NHS Foundation Trust\). 3 years. Full time.](#)
- [University of Bradford: Undergraduate Course BSc \(Hons\) Adult Nursing \(Harrogate & District NHS Foundation Trust\). 3 years. Full time.](#)

Leeds

- [Leeds Beckett University: Undergraduate Course BSc \(Hons\) Adult Nursing. 3/6 years. Full/Part time.](#)
- [Leeds Beckett University: BSc \(Hons\) Adult Nursing Degree Apprenticeship. Up to 4 years depending on prior learning.](#)
- [Leeds Beckett University: BSc \(Hons\) Mental Health Nursing Degree Apprenticeship. Up to 4 years depending on prior learning.](#)
- [University of Leeds: Undergraduate Course BSc \(Hons\) Adult Nursing. 3 years. Full time.](#)
- [University of Leeds: Undergraduate Course BSc \(Hons\) Mental Health Nursing. 3 years. Full time.](#)

Bradford, Airedale & Craven

- [University of Bradford: Undergraduate Course BSc \(Hons\) Adult Nursing. 3 years. Full time.](#)
- [University of Bradford: Undergraduate Course BSc \(Hons\) Mental Health Nursing. 3 years. Full time.](#)

Calderdale/Kirklees

- [University of Huddersfield: Undergraduate Course BSc \(Hons\) Adult Nursing. 3 years. Full time.](#)
- [University of Huddersfield: Undergraduate Course BSc \(Hons\) Mental Health Nursing. 3 years. Full time.](#)

Wakefield

- [University of Bradford: Undergraduate Course BSc \(Hons\) Adult Nursing \(Mid Yorkshire Hospitals NHS Trust\). 3 years. Full time.](#)

[Go back to map](#)